



## Chesterfield County, Virginia Emergency Communications

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**RICHARD TROSHAK**  
Director

### **Summary and Analysis of Grievances filed at the Chesterfield Emergency Communications Center September 1, 2010 through August 31, 2011**

Grievant	Steps Filed	Reason for Grievance	Disposition
	II	Concerns regarding the application of policy and procedures	Not a grievable offense
	III	Disciplinary action against employee	Upheld by County Administration

During the year encompassing September 1, 2010 through August 31, 2011 there were two grievances filed with the ECC.

A comparison of data in years 2009, 2010 and 2011 indicate an increase of one grievance from 2010 to 2011 and an increase of two from 2009 to 2011.

In relation to the first grievance listed: an error was made by the supervisor in relation to the type of leave an employee was eligible to utilize during her son's illness. The error was found and corrected. The employee felt that he/she should not have been docked annual leave in this case as it was a supervisors error, instead be allowed to utilize Family Sick Leave. A determination of grievability was completed and it was determined that this was not a grievable offense by the County Administrators office who cited the following: *A mistake made by the employee's supervisor cannot alter the terms of the County's leave policies. The employee is asking that the county policy be applied contrary to the language of the policy...effectively grieving the content of the policy...employees cannot grieve the content of policy.*

In relation to the second grievance listed: an employee received 24 hours of disciplinary leave due to his/her in-actions and releasing confidential information. The ECO felt the punishment was too harsh. The grievance went through step III; a meeting with the County Administrator or designee. The initial disciplinary action was upheld by County Administration.

The ECC will continue to encourage input from ECO's, supervisors, and the Quality Council to ensure policies/procedures are well-defined. In addition, the ECC works diligently in following our current discipline policy to ensure fairness and consistency as it pertains to disciplinary actions.